

State of Maryland Commission on Civil Rights
Commission Meeting
September 9, 2014 – 10am
MINUTES

Commissioners Present: Shawn M. Wright, Esq., Chair; Robert L. Baum, Esq., Vice Chair; Norman Gelman; Naima Said; DeWayne Wickham; Rabbi Binyamin Marwick; Laura Esquivel

Present via Conference Call: Gary Norman, Esq.; Gina McKnight-Smith, Pharma.D., M.B.A.

Management Present: Alvin O. Gillard, Executive Director; Cleveland L. Horton II, Deputy Director; Glendora C. Hughes, General Counsel

Staff Present: S. Spencer Dove, Executive Associate

ITEM	SUMMARY	ACTION
Call to Order	1. Meeting called to order at 10:05 a.m.	None.
Approval of Minutes	1. Motion to approve the minutes by Commissioner Gelman, second by Commissioner Wickham.	Approved.
Chairperson's Report	1. Welcome back and hope everyone had an excellent summer. 2. Welcome to Alvin O. Gillard as the new Executive Director. 3. Motion to approve Strategic Plan by Commissioner Gelman, second by Commissioners Wickham & McKnight-Smith. Unanimously approved.	Approved.
Executive Director's Report	1. It has been an incredible month since joining the Commission on August 6, 2014. 2. I have already met with roughly 26 staff persons. I am individually meeting with everyone to understand where the staff is professionally and personally, impressions of the organization, ideas and suggestions for the future, etc. Strong desire to move forward; strong commitment and pride in MCCR from the staff. 3. My goal is to make sure MCCR is the lead civil rights organization in the State. With the approved Strategic Plan and a renewed commitment by Staff and Commissioners, we can accomplish this goal. 4. I traveled to Hagerstown and Leonardtown so far; plan on visiting Salisbury by end of September. Also actively reevaluating the strength and community connections in each field office in order to determine how to better connect with communities across Maryland. 5. The Strategic Plan is a living document. As we continue executing it, we need to constantly reevaluate and make adjustments, as necessary. 6. We are ramping up efforts to meet with strategic partners and formalize relations. I met with Robert Strupp, Executive Director of BNI. I will be meeting with Maryland Disability Law Center, and others in the near future. I will also be addressing MDOT at their 2 nd Annual Diversity Conference	None.

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	<p>in October.</p> <p>7. I will continue to support and empower the Education & Outreach Unit, which was reconstructed in December, 2013.</p>	
Deputy Director's Report	<p>1. Reviewed overview Case Processing Report submitted for Commissioner review.</p> <p>2. The full detailed breakdown report will be submitted soon.</p> <p>3. Mr. Horton discussed attendance at the Governor's Commission on Inclusion (pertaining to the Ethan Saylor incident in Frederick, MD) meeting. MCCR is not a formal member of the Governor's Commission, but is aware of what is going on, especially with respect to any law enforcement training efforts.</p>	None.
Assistant Director's Report	<p>1. Assistant Director absent from meeting. Two reports submitted: one reflecting prior fiscal year's expenditures, and the appropriated budget for the current fiscal year.</p>	None.
General Counsel's Report	<p>1. Reviewed current cases in litigation; updates on the Doby/Daniels case; Smith v. Windgate case.</p> <p>2. Another case will be litigated.</p>	None.
Old Business	<p>1. Began discussing Commission's future legislative strategy to determine: when to discuss and formulate a legislative agenda, a formalized structure within the Commission on researching and approaching legislation, and other pertinent matters to taking a more proactive approach to legislation.</p>	Committee appointed: Commissioners Esquivel, Norman, Gelman, & Wickham
New Business	<p>1. Entered Executive Session at 12:20 p.m.</p>	Executive Session.
Good & Welfare	<p>1.</p>	None.
Adjournment	<p>1. Adjourned at 12:29 p.m.</p>	Adjourned.